



The Council for Labor & Economic Growth

At its December 2007 meeting, Michigan's state workforce investment board, the Council for Labor & Economic Growth (CLEG):

- Recommended the adoption of the National Career Readiness Certificate (NCRC), based on ACT WorkKeys, as the preferred tool for a statewide work readiness credential;
- Recommended supplementing the NCRC with additional training in soft skills, and the use of the job placement tool, JobFit, by Profiles, International; and
- Called for the formation of an implementation workgroup consisting of appropriate state agencies and other stakeholders which would conduct further research in order to develop a solid estimate of implementation strategy options and the costs associated with each choice

These recommendations were based on the ongoing effort of two of CLEG's standing committees who have been investigating whether Michigan should adopt a statewide work readiness credential since June of 2007. During the course of their analysis, the combined committees accomplished the following:

- Researched multiple states that have considered and/or actually implemented a work readiness credential, in order to discover best practices and implementation strategies;
- Surveyed the 25 Michigan Works! Agencies to learn of current job skills assessment practices already in place, and to gather opinions from the field on the feasibility of a statewide credential;
- Surveyed Michigan employers for their input and opinions on the value of a credential;
- Met with and gathered information from other stakeholders; and
- Evaluated presentations from vendors of various job skills assessment tools.

In response to the December 2007 recommendation, the Michigan Department of Labor & Economic Growth (DLEG) will convene a workgroup comprised of representatives from DLEG, the Michigan Department of Education, the Michigan Economic Development Corporation (MEDC), Michigan Works! Agencies (MWAs), community colleges, Michigan's WIRED regions, employers, and other stakeholders. The workgroup will build on the previous research, exploring the feasibility, including the cost, of statewide implementation of the NCRC. The group will also address aligning the use of the NCRC with the No Worker Left Behind (NWLB) initiative, the Michigan Merit Exam whereby high school seniors are already been given two of the three ACT WorkKeys assessments that comprise the NCRC, and NCRC efforts in Michigan's WIRED regions.

The workgroup's charge between February and June 2008 will be to develop an outcome driven work plan for implementation throughout the state addressing infrastructure and cost considerations. The group's findings and recommendations will be presented to CLEG at its June 2008 meeting. At that time, a formal recommendation will be made by CLEG to Governor Granholm on whether to adopt a statewide work readiness credential in Michigan.

For more information on this effort, please contact CLEG staff at (517) 241-8408 or cleg@michigan.gov, or visit www.michigan.gov/cleg

- *For further information on existing NCRC efforts in Michigan, visit: www.michiganncrc.org*
- *For further information on the NCRC, visit: www.act.org/certificate/faq*
- *For further information on JobFit, by Profiles, International, visit: http://www.profilesinternational.com/SOL_Hiring.aspx*